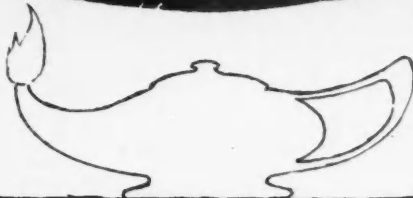
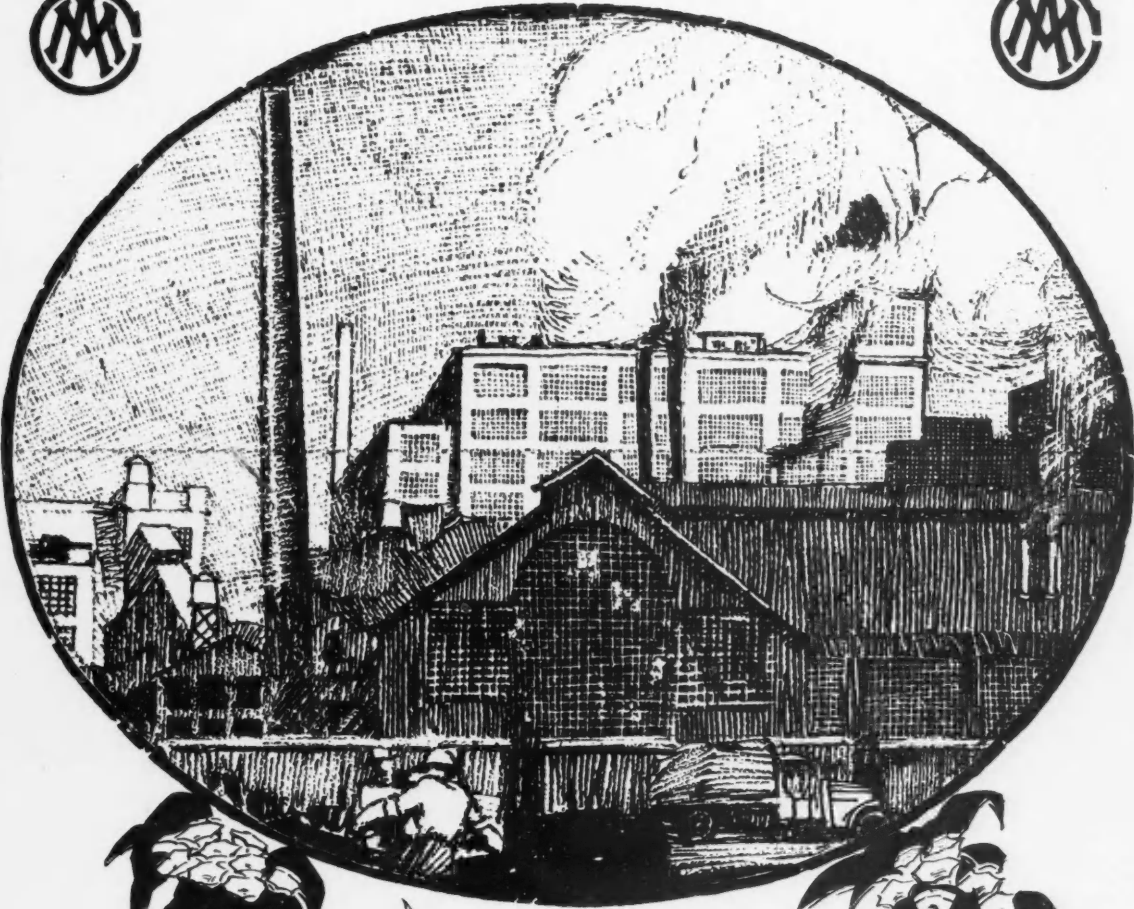


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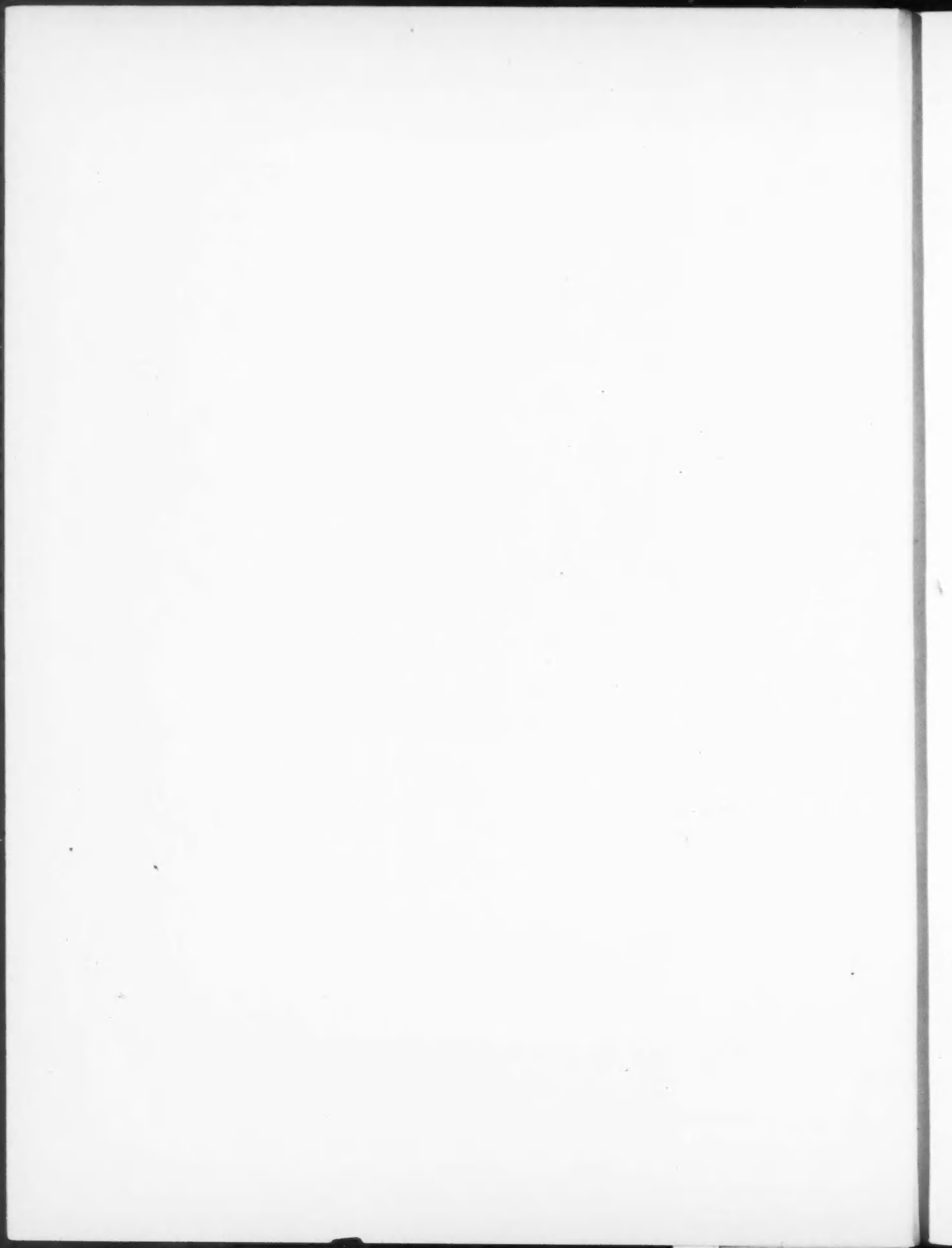


CONNECTICUT INDUSTRY

PUBLISHED BY

The Manufacturers Association of Connecticut, Inc.

1923



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VOL. I

FEBRUARY, 1923

No. 2

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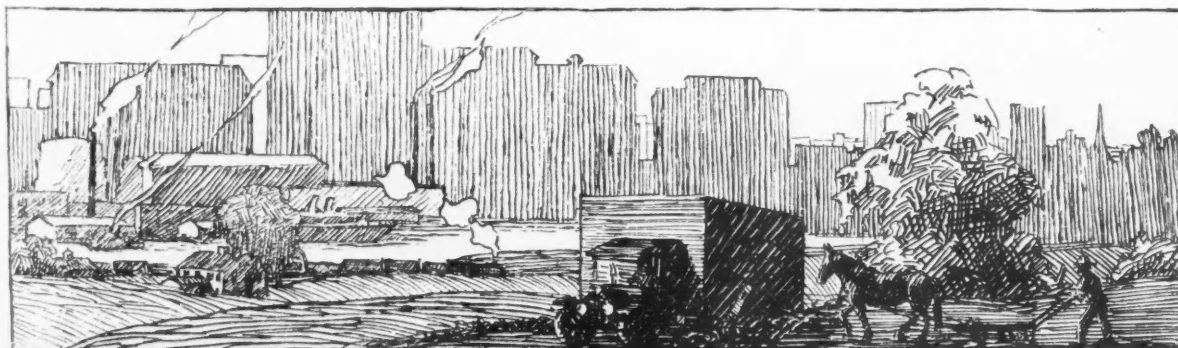
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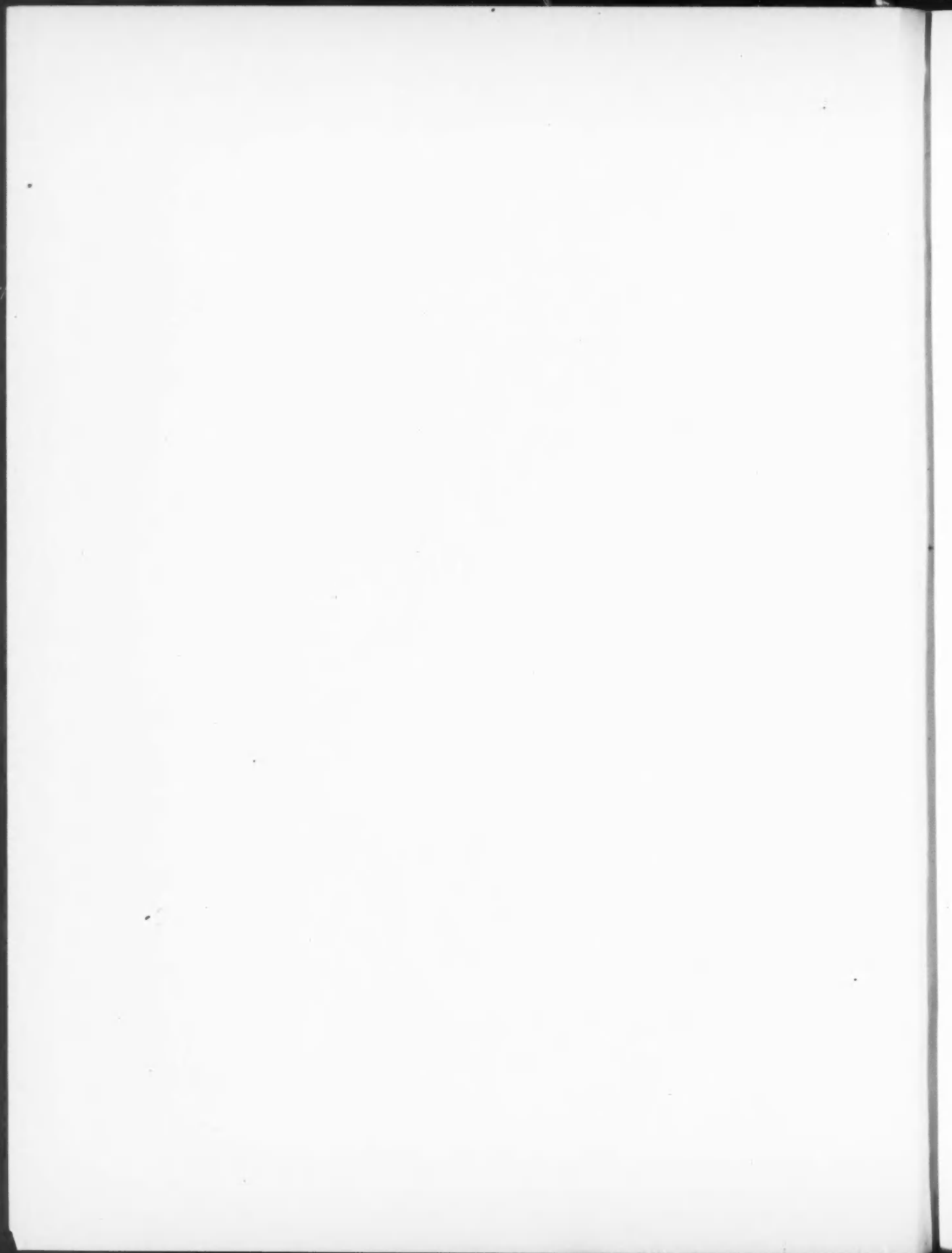
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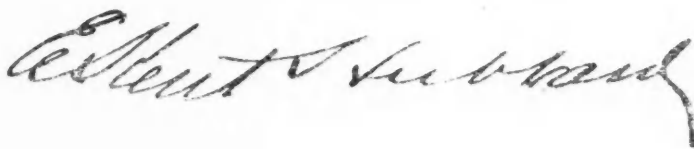
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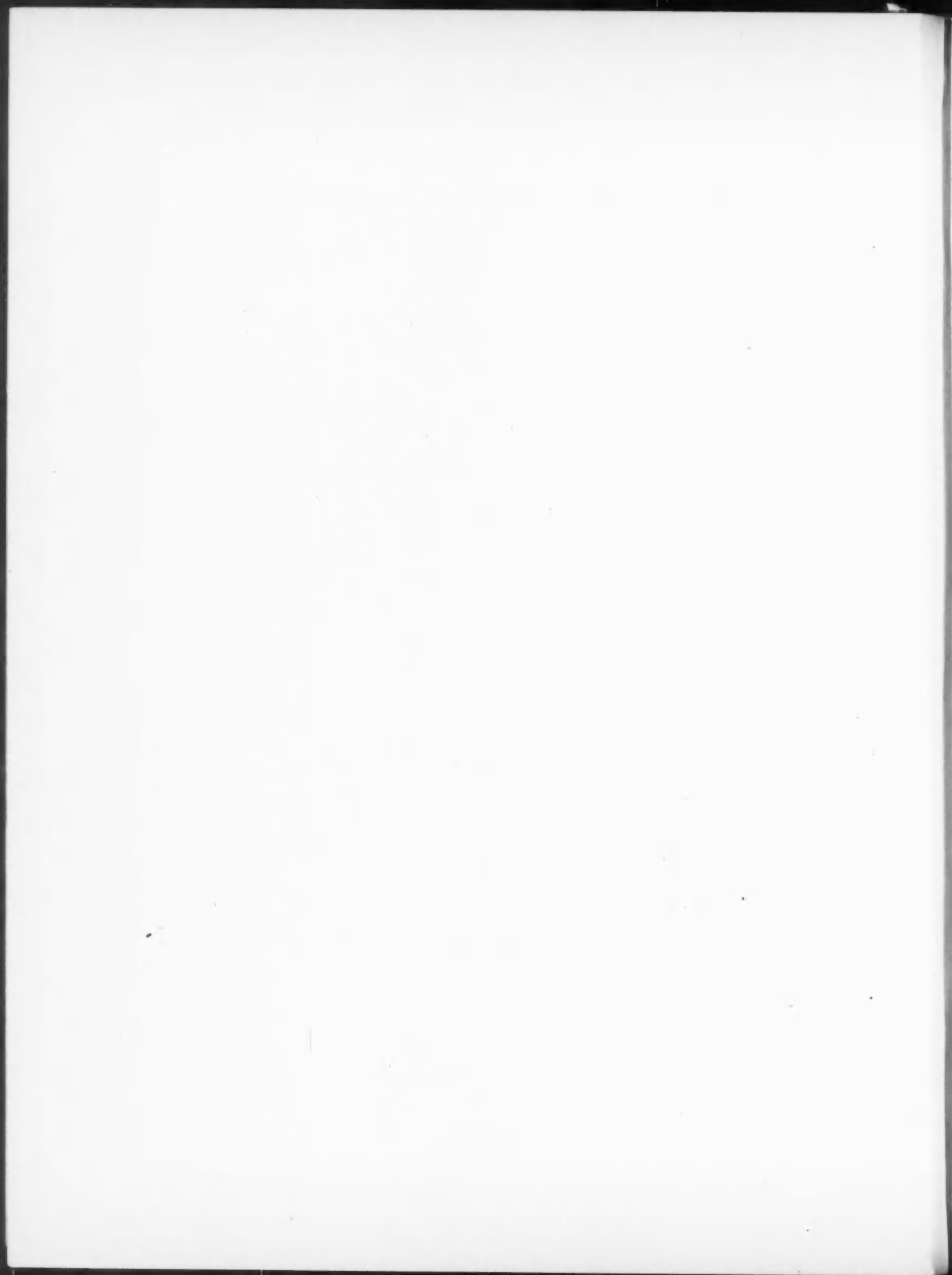
The only insurance to our national safety is eternal vigilance. Therefore, let us who believe that there are inalienable rights with which a special class have no right to interfere, sternly protest against the efforts of those who would undermine the very foundations of the Constitution.

They would take from the Supreme Court of the United States the power to correct any unconstitutional act which the Legislators might see fit to impose upon the people. They would make the legislative branch of our government supreme. They would make its action final. There could be no further appeal.

Such radicalism is not new. It is as old as the Constitution itself. We, therefore, may answer the radicals of our time as did Patrick Henry in his time, when he said,

"The Honorable gentlemen did our judiciary honor in saying that they had firmness to counteract the legislature in some cases. Yes, sir, our judges oppose the acts of the Legislature. We have this landmark to guide us. They had fortitude to declare that they were the judiciary and would oppose unconstitutional acts * * * I take it as the highest encomium of this country, that the acts of the Legislature, if unconstitutional, are liable to be opposed by the judiciary."

A handwritten signature in cursive script, reading "Robert V. Subers". The signature is written in dark ink and is positioned below the main body of text, within the same rectangular border.



THE VALUE OF ORGANIZED EFFORT IN THE DEVELOPMENT OF THE COMMUNITY

By

COLONEL CHARLES R. GOW, *President*, Associated Industries of Massachusetts.
(Extract of address delivered at the Annual Meeting of the Manufacturers Association of Connecticut, Inc.)

I am often asked of what benefit it is to participate in an organization such as yours or such as mine. I have always replied that it must be realized that the voice of a thousand men, based upon the organized collective, constructive judgment of that group, is listened to with far more respect than the thousand conflicting opinions of a thousand individual, separate members. I have always replied that it is not the force of numbers which commands respect and attention but it is regard for that collective judgment which represents the group opinion of a large number of people who are experts in their particular lines. It is the force of that opinion which neutralizes the extremes of both ends, harmonizes the differences of opinion and brings down into concrete shape the net essential requirements which govern the welfare of the organization and the principles toward which it aims.

Unless we have cooperation in that form, we cannot expect to succeed. We need cooperation very badly today in our national affairs. There is a lack of coordination between groups and between sections of our country. There is a lack of cooperation between the states of our union. There is a lack of cooperation between communities, between men engaged in business and industry, between competitors in a given industry, and, more especially, between the men who are engaged in managing large industrial affairs, and the millions of workers and employes who perform the process under their direction. Until we have all these cooperative efforts worked into tangible form and workable shape, we cannot call our work completed.

That is the task of organizations such as yours and such as mine, working along honest lines, working along unselfish, disinterested lines, for the welfare of the community. That is why it is necessary for men to get together in organizations of this sort for so long as the work is in the open, so long

as it is unselfish and disinterested, you will not only promote your own individual interests but you will promote the best interests of the country.

In Massachusetts — and I think from what I know of your organization and from what your Governor has said, the same is true here — it has been our aim to work for the benefit of industry only so far as that benefit accrues to the benefit of the public. It will be interesting perhaps for you to know that in the past session of the legislature our organization promoted or opposed some fifty measures and it was successful in all but two instances. This was not done by the old method of secret lobbying, underhanded solicitation, and private conferences in executive chambers, but it was done in the open by organizing and compiling the facts and the figures, and by presenting the opinions of people whose opinions were bound to be respected, and by laying those facts and figures before the authorities, for their consideration, in such a manner that they could not escape the conclusion that there was but one action possible under the combination of circumstances.

I have said that cooperation is lacking in our national affairs. Because of the failure of leadership today in this country in matters pertaining to

COLONEL Gow is a national leader in analytical thought. He sees where others are groping about blindly.

The full text of Colonel Gow's address will be printed in the proceedings of the Annual Meeting.

our government and our economics we are finding by slow degree the assiduous advance of theories which are destructive to all government. The outcome of the Great War has left our people very much confused and uncertain in their minds. The average man, unable to figure these things out for himself, is turning in all directions looking for relief from the consequences of that great disaster. He instinctively turns to the methods which offer him the quickest and most attractive solution, and that is why the theories of socialism are being forced so steadily and gradually on the people of this country.

It has become the fashion among many people to look upon socialism as something new, as a radiant discovery of our own time, which is to wipe away all tears. As a matter of fact, it is very, very old, as old in essence as human nature itself. It appeals to the strong desire in every man to obtain something for nothing and to have someone bear his burdens for him. Under those conditions it is not surprising that we find millions of our well-meaning fellow citizens turning toward radicalism as a relief for their distress. But, historically, wherever it has been attempted and put into operation on a large scale it has inevitably resulted in disorder, in retrogression, and in the arrest of civilization and progress. The present theories which are being put forward every day and which are being so generally received by great masses of our people are no different in their fundamentals than the theories of Aristotle two thousand years ago. We have read in history of repeated attempts to introduce socialistic theories into the governments of several nations. I believe, however, that the true test of any government is the experience which we have had with it. I defy any man to cite an instance in history where socialism has worked out to the satisfaction of those who resorted to it. On the other hand, we have the experience of one hundred and forty years in this country under the influence, protection and guidance of the American Constitution. What has been the result: Some people will tell you that under it the rich have become richer and the poor have become poorer. I think it goes without challenge that the rich have grown richer, and it is fortunate that they

have, because it is the application of those riches in the development of the wealth which has been created that the labor of mankind has been reduced and that his blessings have been multiplied.

The makers of our Constitution realized fully, that the will of the people of this country must be supreme. They also intended to see to it that it was the real will of the people that governed and not the momentary influence. Therefore, these men, wise in their time, took the pains to surround that Constitution with that protection, and it is that protection which is now being broken down by the inroads of the socialists and by unrest and disorder.

The foundations which our forefathers laid down for the prosperity of this nation depended upon the right of every individual to work, to produce as much as he could and to save what he could and what he would. It is now seriously suggested, to substitute for that condition the right of the lazy and the thriftless and the extravagant to prey upon the industrious, the thrifty and the economical. That is apparently the ultimate aim of all of the propositions which are now being put forward in the form and name of "progressive government."

So we need organizations like yours and we need organizations like mine; we need to have them organized on a staple, honest and open basis, we need them to confront these facts squarely, fairly and openly, to compile information, to lay it before the public and the authorities, and to carry out the work under the plans which have been formulated. If we do that successfully, and if other organizations do the same thing, there is hope for the continuance of the prosperity which has been built up here. We can assume, therefore, that the responsibility is ours to consider in this way and to see to it that this great government of ours and this great Republic, which has been the hope of the oppressed of all the world for one hundred and forty years, shall not disappear forever from the face of the earth.

THE FINAL FORCES IN HUMAN SOCIETY

CHARLES R. BROWN, Dean of Divinity School, Yale University.

(Extract of address delivered at the Annual Meeting of the Manufacturers Association of Connecticut, Inc.)

I am not a manufacturer, my line of goods is not quoted in the market reports and shares in that which I represent are not quoted on the New York Stock Exchange. If I were to undertake to talk to you about your own particular economic problems, I should at once confess myself such an amateur that you would all feel that I was not only wasting my time, but yours.

I have, however, a line of goods in which you are all interested and which enters directly into that measure of prosperity for yourselves and for those whose lives are bound up with yours in the various enterprises that are represented here today.

The final forces in human society are always the spiritual forces. They decide the issue. They determine the outcome. They are sitting, at this moment, on twelve thrones judging the varied movements of human life. The human relations in industry and in civics are the final relations.

I am sure I can make that plain by a simple illustration. Here is a knife, made of the finest tempered steel, manufactured perhaps in one of our own Connecticut cities. The knife has an edge on it like a razor. There is no magical quality belonging to the knife itself that gives it the power of life or death. The knife is only a tool, only an implement. The question as to whether the knife shall work for good or ill turns entirely on the moral purpose that wields the knife, upon the spiritual forces behind the knife. In the hands of a surgeon, wise, skillful, conscientious, the knife may readily be used to save life. In the hands of a madman, or a criminal the same knife may just as readily be used to destroy life. The knife is only a tool. It all depends upon the moral purpose which wields the knife.

All forms of economic organization, all these political devices of ours, and the material of modern civilization have no magical quality in them giving the power of life or of death. It all depends upon

the moral purpose which wields them, for they are only tools, they are only implements.

You gentlemen are engaged in making things of various sorts and, incidentally, in making profit and in affording employment to a great number of people who are not blessed with the same measure of ability that you very happily have. The making of the money and the making of the things I take it are rather incidental to the great purpose. The process after all is to be judged by the contribution it makes to human welfare. If it makes manhood and womanhood for you and for those whose lives are bound up with yours in that enterprise and for all those whose interests are served by the way in which you carry on those industries, then they are good industries. If it fails to do just that, to develop manhood in you and in those who are working with you in these enterprises and to minister in an effective way to the well being of society, then they are bad enterprises — I care not how much profit they may make.

I believe, therefore, that all our lines of activity are to be judged at last in the bearing that they have on human well being. Therefore, I repeat, the final forces are the spiritual forces. The most important factor is the moral purpose that lies back and that wields the various implements and the tools which

DEAN Brown discusses industrial relationships from a new angle.

If you are interested in the solution of this most important problem you should not fail to read this admirable address.

The complete text of Reverend Brown's address will appear in the report of the Annual Meeting.

may be employed for human welfare and for human progress.

Why should not business be made a profession — any business, every business — and one of the very finest professions, with its own high standard of ethics, with its own fine sense of professional honor. It is an entirely unworthy thing that we should think of business as merely a means to make gain. It is that, but it is something more than that.

The civilization of the world did not go to smash in the summer of 1914 and in the fateful years that followed, for lack of brains. It wasn't because the people over there didn't know any better. It wasn't because they didn't have sufficient knowledge of Greek geometry or biology. They were very intelligent people. The world did not go to smash in the summer of 1914 for lack of wealth or for lack of energy. The world has never been so rich in all its history as it was in the opening decade of the twentieth century. It has never been so able to harness the fundamental forces of earth and sky and sea to the great task of human well being as it was at the opening of our century. It was not a lack of brains, or lack of wealth, or lack of power; it was a lack of character.

We haven't suffered in this country as they suffered in Europe from the war, but the problem is very much the same here. In the United States we have resources enough, we have man power enough, we have organizing and administrative ability enough on the part of our leaders of industry to cover this land with peace and prosperity. But it is not so covered. During the last six months we have had nation-wide strikes; a railroad strike that took tens of thousands of men out of employment and made life more difficult and burdensome for us all. We have had a coal strike that has made the problem of ordinary warmth and comfort a very pressing one, and there are millions of people who cannot order the season's supply and write out a check for it, but who have to buy their coal by the hod or the sack.

We have had strikes in the textile industries and in other industries that have made life a very serious problem in great manufacturing centers all over the

land. We have at this hour a spirit of unrest, deep-seated, sullen, widespread, beyond anything perhaps that we have ever known in our country. We have the spirit of unreason in many quarters, wild, desperate, ready to catch at the nearest way in order to gain its own ends. We have at work just underneath the surface of our American society forces that are a menace to the stability and the welfare of the Republic.

All this we know full well. What is wrong with us? Well, we haven't character enough. We haven't enough of the sense of social justice. We haven't enough of respect for the rights and the interests of the other man and the other class, and for the big outside consuming public. We haven't enough of the spirit of control in our relationships. We haven't enough of the readiness to replace the spirit of antagonism and of selfishness by the spirit of co-operation. We are held back from that larger well being that ought to be our lot again for the lack of those spiritual forces that I said were the final forces in human society. We have tried various maxims — buying in the cheapest market and selling in the dearest; piling on all the traffic would bear; looking out for Number 1 on the ground that if we didn't, who would; having our eyes on the main chance. They haven't worked — they haven't worked at all. They never will. They never will because they are at war with some of the fundamental and the finer instincts of our common humanity. Why not try the larger measure — the Golden Rule. The habit of doing unto the other man, unto the other class, as we would like to have the other man or the other class do unto us.

Let every employer ask himself, "How would I like to work for myself?" Let every employe ask himself, "Would I hire myself if I were an employer? Would I? Am I acting in the way that I would like to see other men who are working for me act, if the thing were turned round end for end?"

Why not try the Golden Rule? If we tried it and failed, we would not be any worse off than we have been in trying some of these other methods. It is the growing belief of a great many and an ever-increasing number of broad-minded employers of

labor, that if we would screw our moral courage to the sticking point and make the moral venture of undertaking to build a great social and economic order on the principle of the Golden Rule, we would not fail. We would enter into a larger prosperity and into those finer human relations in industry that must belong to what we call our prosperity.

LEGISLATION

CONNECTICUT GENERAL ASSEMBLY

The Connecticut General Assembly convened on January 3. As usual, the first day was given over to organization while the second day, January 10, was concerned with the announcements of appointment of committees.

The Legislative Department of the Association is fully organized and is operating for the benefit of its members. According to the policy laid down years ago, the Association will collect facts and figures on all important bills for presentation to the Legislature. It believes that the power of the Association lies not in the strength of its numbers but in the strength of the judgment of one thousand men who are specialists in their particular fields. This combined judgment cannot be overlooked by those who have the interests of the state at heart.

All members are advised of the details of the legislative service of the Association through the regular bulletins and space will not be given here to a discussion of the great mass of bills which have been introduced.

Members have been advised immediately of all bills of possible importance to industry as fast as they were introduced, through an almost daily bulletin service. Notices of hearings, important assignments, etc., will be issued as necessary and we again reiterate the necessity of members taking a personal interest in all legislative activity. The Association must have your opinions on measures introduced, must have your cooperation, and, above all, your personal representation at hearings when called upon.

Full copies of all bills may be had upon request of the office and the requests of members who wish to be kept informed of bills of interest in certain

specialized lines of industry will receive careful attention.

HULL BILL

The Hull Bill, H. R. 10967, (see January issue of Connecticut Industry) again came up for hearing before the Sub-committee on Yards and Docks of the Committee on Naval Affairs on January 16. The Association was represented by a committee made up of the administrative officers of three of the largest manufacturing concerns in the state.

It will be remembered that the former hearing was adjourned on November 28 and that future hearings were indefinitely postponed. However, the failure of the labor unions to attach a rider to the naval appropriations bill resulted in the call for the latter hearing.

IMMIGRATION

Hearings on the proposed changes in the Dillingham 3% immigration law were held in Washington on January 3 to 6, and the Manufacturers Association was there represented.

While the results of the testimony delivered at the hearings will not be known for some time, it was reported by those present that the attitude of the committee seemed favorable toward a change in the present law.

The American Farm Bureau Federation presented a resolution which coincided in every detail with the stand taken by the Manufacturers Association.

THE COAL SITUATION

The Manufacturers Association is deeply interested in the proper solution of the problem of distribution of coal in the State of Connecticut. It believes that legislation should be enacted which will insure to householders, manufacturers, and other users of fuel, an adequate supply. Apparently the solution of the problem lies not only in local distribution, price fixing, etc., but upon the question of interstate transportation. The manufacturers of this country feel that they have some cause for concern. It is estimated that the cost of coal for the year 1922 for the industries of the United States was \$142,500,000 more than it was in 1916. After all, the manufacturers pay the greater proportion of the costs.

TRANSPORTATION

ERIE RAILROAD BOWS TO STRIKING SHOPMEN

A wage agreement which affected approximately 20,000 union shop workers, restoring seniority rights and providing back pay for nearly 10,000 men who went on strike last July, has been signed by the Erie Railroad and its subsidiaries. This announcement was made by John J. Dowd, Chairman of the Central Strike Committee of the Metropolitan district and head of the American Federation of Labor Shop Craft Unions in that district.

From reports which this Association has received, it is apparent that the new contract was formed along the lines of the so-called "Baltimore Agreement." The contract will expire November 1, 1923, and is subject to cancellation at any time after that date upon 30 days' notice by either party. It is also announced that the 8-hour day has been established throughout the Erie system and that time and a half for overtime has been granted. All shopmen are to receive double time over 16 hours and all seniority has been restored. The management must advertise jobs for 5 days before any new men are to be placed in such positions.

BITUMINOUS COAL

The embargo on bituminous coal which was placed by the New Haven Railroad is likely to be continued for a short time at least. It should be remembered, however, that there is no embargo on tidewater coal and the railroad will accept shipment of this coal from New Haven.

RAILROAD CONSOLIDATION

The members of the Joint New England Railroad Consolidation Commission, having completed an inspection trip of the Bangor & Aroostook Railroad, will on January 30 to February 4 make a complete inspection trip of the New Haven Railroad.

The work of this Commission is progressing rapidly and detailed studies are being made under the direction of Mr. Kelly, former President of the Grand Trunk Railroad, who is being retained

by the Commission. Mr. E. Kent Hubbard, President of the Manufacturers Association, is Chairman of the Connecticut Commission on Railroad Consolidation as well as a member of the Executive Committee of the Joint New England Commission.

ST. LAWRENCE-GREAT LAKES WATERWAY PROJECT

Arrangements are being made for a joint meeting of representative leaders of the middle west and of the east. At this meeting will be discussed problems of common interest to both sections of the country and it is most probable that reports will be made on the St. Lawrence-Great Lakes canal project. Mr. Fred S. Chase is Chairman of the Manufacturers Association Committee which is undertaking a complete study of this proposal.

ROAD CONDITIONS REPORTED BY THE STATE HIGHWAY DEPARTMENT

Coventry-Willimantic, under construction, passable; New Milford-Sherman, completed; Oxford-Quaker Farms, completed; Bethlehem-Washington, completed; Norwalk Post Road west of Armory Hill, under construction, no detour; Westport-Shore road, under construction, no detour; Trumbull-Bridgeport-Trumbull, under construction, no detour; Long Hill Road, under construction, no detour; Milford-Orange, completed; Shelton-Shelton-Nichols, under construction, no detour; Seymour-South Main Street, completed; Naugatuck-Main Street, under construction, no detour; Waterbury-Wolcott, under construction, no detour; Guilford-North Guilford, under construction; Branford-Post Road, under construction, no detour; North Haven-Bridge on Broadway, under construction, no detour, temporary bridge; Colebrook-Colebrook River, open; New Hartford-Nepaug, open.

INDUSTRIAL RELATIONS

SCIENCE AND COMMON SENSE IN INDUSTRIAL RELATIONS

A book by Walter Dill Scott and Mary H. S. Hayes, entitled "Science and Common Sense in Working With Men," has recently been published. It is extremely well written and should be read by all those who are interested in the solution of the problem of industrial relationships.

OPEN SHOP LABOR CONTRACTS UNLAWFUL

Agreements and contracts, which have for their purpose the maintenance of an open shop labor policy, were held to be contrary to the provisions of the Clayton Act according to a ruling made by Attorney General Daugherty. Although this opinion has not as yet been analyzed its provisions are apparently sweeping in scope, covering all phases of combinations effected, either by labor unions, employees, or vice versa.

The ruling, which related to the Builders' Exchange of San Francisco, is regarded as of special interest at this time in view of repeated reports that several projects of more than ordinary size might be undertaken which would have for their object the establishment of the open shop.

The Association has no comment to make on this ruling until it has made a complete analysis.

U. T. W. DEMANDS INCREASED PAY

The United Textile Workers of America have voted to attempt to obtain a wage increase of 29% for all mill workers. The strike decision will rest with the organization in each locality.

AGRICULTURAL NEEDS

Dr. Charles R. Stewart of the U. S. Department of Agriculture, in congratulating the Association on the material presented in "CONNECTICUT INDUSTRY" stated: "What you say about the need for common labor in Connecticut factories is of extreme interest. In an address in Detroit on December 1, I advocated as a means of improving the American

farmer's economic position a program of stimulating the growth of American cities through migration from abroad and through the abandonment of marginal farm land."

Dr. Stewart is an expert in rural credits and farm economics. He has spent his entire life in the study of this most important problem and his remarks should be noted.

MEETING OF THE CONNECTICUT INDUSTRIAL COUNCIL

The Connecticut Industrial Council met on Wednesday, January 31, at 12:30, at the Hotel Bond, Hartford. This meeting was called primarily to discuss national and state legislation, and is the first meeting of the Council to be called this year. The Council is the state-wide organization of presidents, manager and secretaries of state, county and local manufacturers and employers associations. The purpose of the Council is to provide a medium whereby representatives of Connecticut industrial organizations may come together to discuss matters of common interest. Proceedings are informal, deliberative, and do not commit associations represented to any particular course of action. The Council membership consists of thirty organizations, comprising five state-wide, six county and nineteen local industrial associations. The Council has proven to be a most useful and effective medium for rendering service in behalf of the manufacturing industries of the state.

IMPORTANT NOTICE

In order that the information which the Association has compiled may be complete the Industrial Relations Department earnestly requests that members report to it the approximate number of employees on their payroll who were recruited from the farms and who will terminate employment in the spring. This information is of extreme importance and all members should answer on or before February 15.

AGRICULTURE

CONNECTICUT WINTER EXPOSITION

The Connecticut Winter Exposition, which was participated in by this Association, was extremely successful. Under the leadership of Leonard H. Healey, Secretary of the State Board of Agriculture, every detail was worked out with clock-like precision.

The Manufacturers Association contributed the space for the exhibits of the boys and girls of Connecticut and presented all cups and banners which were given as prizes.

THE 48-HOUR WEEK

The Master of the New Hampshire State Grange has issued a public statement in which he declares that the Legislature should give no consideration to the movement intended to limit the hours of labor. He attacked the labor leaders for supporting the 48-hour law and said that their actions would "ultimately drive industry from the state." He added, "if the farmers practiced the same methods of production used by the labor unions, farm products in general would be luxuries."

SECRETARY OF AGRICULTURE ADOPTS STANDARDS

Standards and definitions for butter, condensed milk, cocoa products, ginger ale and ginger ale flavor, cayenne pepper, oil of cassia, and breads, were adopted by the Secretary of Agriculture upon the recommendation of a Joint Committee on Definitions and Standards for the guidance of the Federal officials in the enforcement of the Federal Food and Drug Act. These standards became effective January 12.

FARM LABOR

The question of the shortage of common labor is causing a great deal of concern among the agricultural interests of this country.

The industrial organizations and the agricultural organizations are one in the belief that this shortage is primarily due to the operation of the present

immigration law. Even during the winter months the situation is acute and with the coming of spring there is certain to arise a most alarming condition. The various Granges have expressed their opinion concerning changes in the immigration law, and the American Farm Bureau Federation at its meeting in Chicago passed the following resolution, which was later read at the hearings of the Senate Committee on Immigration:

"Be it resolved:

"We believe there exists a continuing shortage of farm and industrial labor which greatly imperils efficient and economic agricultural production;

"That, in the national interest, Congress ought to immediately authorize the Secretary of Labor, upon demonstration of such conditions, to admit otherwise admissible aliens in excess of existing quotas to such an extent as is necessary to meet the established needs of agriculture and industry. In estimating quotas fixed by law, due consideration shall be given to admissible emigration. It is, furthermore, essential that, so far as practicable, provision should be made to determine the admissibility, of aliens, either where their passports are vised or at the principal port of embarkation."

This Association is keenly conscious of the industrial needs of the country and has emphasized the importance of duly considering the social factors of the immigration problem.

NEWS OF THE TRADES

NEW FIRM IN NEW BRITAIN

Stanley T. Goss, formerly of the New Britain Machine Company, John S. Black of Corbin Screw and Adolph L. DeLeeuw of New Jersey, are the incorporators of the Goss and DeLeeuw Machine Company, with authorized capital of \$100,000.

LOSS IN STRIKERS' WAGES IN PENNSYLVANIA

The Pennsylvania Bureau of Mediation and Arbitration reports that for the first six months of 1922 there were in that state 1,661 strikes involving 352,180 employes with a loss to the workers of 23,346,711 days and \$117,546,466 in wages.

NEW HEAD OF OMO MANUFACTURING COMPANY

James Rodgers of New York City, formerly with the National Lead Company and the Oriental Navigation Company, has been elected president of the Omo Manufacturing Company of Middletown, succeeding Edward M. Day of Hartford.

REPRESENTED CONNECTICUT ASSOCIATION IN WASHINGTON

The Manufacturers Association of Connecticut was represented at recent hearings in Washington on the Hull Bill by Mr. Samuel M. Stone, president of Colt's Patent Fire Arms Company, Hartford; Mr. George Goss, of the Scovill Manufacturing Company, Waterbury; and Mr. J. A. Roberts, assistant treasurer of Smith-Worthington Company, Hartford.

PERSONNEL DEPARTMENT FOR NEW HAVEN ROAD

Under a recent order issued by general manager C. L. Bardo, a department of personnel for the New Haven Road is created. Fred W. Mitchell, superintendent of safety, is appointed director of personnel.

NEW INDUSTRY IN DANBURY

The Danbury Unbreakable Tool Company was recently incorporated with \$50,000 authorized capital. It is understood the firm is to manufacture an improved canthook, the invention of John W. Stolle, one of the incorporators.

NEW LINE FOR WINCHESTER

The equipment of the Philadelphia plant of the Mound City Paint and Color Company has been moved to New Haven and will be used in the manufacture of a complete line of paints by the Winchester Repeating Arms Company. Both the Philadelphia and St. Louis plants of the Mound City Paint and Color Company became part of the Winchester concern through the Simmons merger.

SUCCESSFUL YEAR FOR STATE GRANGE

At the recent annual meeting of the State Grange, held in Hartford, the secretary reported that 1,467 new members had joined during 1922.

HOTCHKISS BROS. RUNNING OVERTIME

Hotchkiss Bros. Company of Torrington, for which a receivership was formed several months ago, is now running night and day.

ADDITION TO STANLEY WORKS

Permit for the erection of a new 8-story concrete building has been granted the Stanley Works, New Britain.

LUMBER SHORTAGE IN NEW ENGLAND

Austin F. Hawes, state forester for Connecticut, at the New England Forestry Congress held recently in Boston, stated that the estimated original stand of timber for the 39,000,000 acres of New England was 400,000,000,000 board feet. In three centuries the virgin forest has been reduced from 95% to 5% of the total area of New England. R. C. Bryant, Professor of lumbering at the Yale School of Forestry, made the statement that New England needs now more than 2,000,000,000 board feet of sawed timber and 1,966,000 cords of pulpwood to maintain industries on their present basis. This is four times the annual growth.

REORGANIZATION OF WEST HAVEN RUBBER COMPANY

It is reported that the West Haven Rubber Company which took over the Kelley Rubber plant in West Haven, is reorganizing under the laws of New Jersey.

EMPLOYMENT SERVICE

WHERE EMPLOYER AND EMPLOYEE MEET

This department is open to all members without charge. All copy must be in the hands of the editor by the tenth day of the month preceding publication.

EXECUTIVE — Manufacturing and business executive with 25 years' experience and \$15,000 to invest, desires connection with going concern, preferably a metal manufacturing plant. Best of references. Address P. W. 1.

MECHANICAL ENGINEER — Harvard graduate, 1911, with 9 years' experience in metal manufacturing plant as salesman, superintendent, and manager, desires position in metal industry. Age 34. Married. Address P. W. 2.

TRAFFIC MANAGER — 16 years' experience in railroad and industrial traffic work. Technically trained. Age 37. Married. Address P. W. 4.

GENERAL MANAGER — 10 years' experience as manager in manufacturing plant, 16 years in construction and estimating work, and as foreman and superintendent. Served apprenticeship as machinist and toolmaker. Address P. W. 8.

MACHINE WORKER — Now employed on special appliance work in large electrical plant outside of the state desires position in tool making line. Age 25. Single, several years' experience with government in machine and instrument work. Address P. W. 10.

ENGINEER — Age 29. Married, college education. 5 years' experience. Now employed in sales work, desires position in production or sales department of strictly engineering nature. Address P. W. 12.

SALESMAN — Age 38. Married, college graduate, having experience as stenographer, private secretary, chief clerk in advertising department, and for the last 5 years in sales promotion work desires position as sales manager of small manufacturing plant. Address P. W. 13.

SALES ENGINEER — Age 24. Single, graduate Industrial Mechanical engineering, until recently employed as sales engineer, desires position in engineering, production or sales department of a manufacturing plant. Address P. W. 14.

FOREMAN — Screw machine work, 14 years' experience with hand and automatic screw machines. Desires position in supervisory capacity in screw machine production work. Address P. W. 15.

CLERK AND TRANSLATOR — Age 25, nationality American. High school education and now studying personnel work. Experience as clerk and typist and as translator of Polish, Russian and Slavish. Address P. W. 19.

EXECUTIVE — Yale graduate, age 55, experienced in manufacturing and public utility affairs in this section of the country, desires connection with Connecticut firm. Address P. W. 20.

SALESMAN — Experienced in both export and domestic lines. Address P. W. 21.

SALESMAN AND PRODUCTION MANAGER — Wesleyan graduate 1918. Experienced in sales and production work with Connecticut firm. Married. Address P. W. 22.

ENGINEER — American and married. Graduate of Massachusetts Institute of Technology, 1905. 2 years as mechanical engineer at Panama Canal; 1 year instructing at Massachusetts Tech; 10 years with insurance company assigned to fire protective and factory construction work in eastern states. Address P. W. 23.

ACCOUNTANT — Age 26, experienced in factory cost accounting, auditing, business law, etc. Available for position February 1. Address P. W. 24.

SALES EXCHANGE

In this department members may list for sale any new or used equipment or supplies. All copy must be in the hands of the editor by the tenth day of the month preceding publication.

FOR SALE

- a. 250 to 12,000 lbs. each of steel as follows:
 3/16" Rd. cold roll spring steel
 2 1/4" x 5/32" x 3 ft. annealed steel 40 to 50 carbon
 7/16" x 1 1/64" x 3 ft. flat steel 60 to 80 carbon
 1/2" x 3/8" x 5 ft. cold rolled Bessemer steel
 2-5/16" Rd. cold rolled Bessemer steel
 1" x 1" iron
- b. 19 bars 18 ft. long
 3 bars 4 ft. long
- c. 125 lbs. 3/8" x .027 flat brass — 6' 10" long
 250 lbs. 3/8" outside x .243 I. D. brass tubing 12 ft. bars.
- d. 500 ft. 5/8" O.D. x 7/16" hole seamless steel tubing
 400 ft. .6875 x 12 Ga. x 7 ft. long-seamless steel tubing
 1400 ft. 39/64" O.D. x 35/64" I.D. seamless steel tubing 10' x 14" lg
- e. 15,100 round head stove bolts and nuts in assorted sizes
- f. 43,000 lbs. 90-100 point carbon cold rolled annealed band steel in coils 500 ft. long, varying from 3/16" to 1" wide and from .025 to .032 gauge.

Address S. E. 12.

- a. One 140 H. P. Buckeye engine
- b. 1000 lbs. 2-7/16" x .024 bronze
 906 lbs. 29/32" x .018 bronze
 1346 lbs. 7/8" x .015 brass
 53 lbs. 7/8" x .022 brass
 866 lbs. 7/8" x .025 brass
 194 lbs. 7/8" x .027 brass
 896 lbs. 1" x .018 brass
 452 lbs. 1" x .022 brass
 390 lbs. 1" x .025 brass

All of the above material is in coils, and soft.
 Address S. E. 13.

25 tons 1/2" round open hearth and Bessemer screw stock.

5,000 lbs. .025 x 5/8" tempered clock spring steel.
 Address S. E. 14.

Approximately 700 4 1/2", 20 ply unbleached cotton buffs 3/4" hole, 64/68 count, brand "Mascot" made by the Ayer-O'Connell Mfg. Co. Address S. E. 15.

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|--------------------------|---------------------------|
| A & C wire | .90-100% carbon bar steel |
| Screw stock | Soft bar steel |
| Cold drawn wire | Rivet wire |
| Liquor finish wire | Nickel silver wire |
| High test wire | Sheet brass |
| Soft cold rolled steel | Double bevel steel |
| Cold rolled spring steel | Nickel silvertubing |
| Nickel steel | Tool steel |

Address S. E. 16.

1 — Stokes & Smith double bending machine.
 Address S. E. 17.

Ames engine

Diameter of cylinder 13"

Stroke 12"

R. P. M. 300

Diameter of fly wheel 60"

Width of face 13"

H. P. of engine:

With 80 lbs. steam pressure 74

With 100 lbs. steam pressure 100

With 120 lbs. steam pressure 115

Regulated by Sweet shaft governor

Price: \$300 Cash, f. o. b. cars, Unionville.

Address S. E. 18.

1 — 11" x 24" Farrel Foundry Rolling mill.
Price \$2,100 as it stands.

1 — 50 H.P. A.C. motor and fixtures. Price \$900.
Will quote f. o. b. price if desired. Address S. E.
19.

1 — Used Burroughs or Comptometer machine.
Address S. E. 22.

Printing press with bed 14" to 16" one way and
14" to 18" the other, belt drive. Address S. E. 23.

WANTED TO BUY

1 — 60 ton knuckle joint embossing press. Water-
bury Farrel No. 3370 or its equivalent. Address
S. E. 20.

Fuel oil tank, capacity of six to several thousand
gallons. Address S. E. 21.

Dowel machinery for dowels up to 1" or 1¼"
diameter. Address S. E. 24.

